

GRAHAM FIRE & RESCUE

O.I. 602 UNIFORM DRESS CODE

Approved _____ Date _____
Chairman of the Board

Approved _____ Date _____
Fire Chief

I. Preface

To establish a Uniform Dress Code for all members expected to wear uniform attire while in an on-duty capacity.

II. Organization Effectuated

- A. Graham Fire and Rescue

III. Reference

296-305 WAC

IV. Policy

- A. Uniform attire shall be worn by members who serve the District in a uniformed duty capacity.
- B. Patches, emblems, insignias and logos approved for use with uniform attire by the District, are to be considered as property of the District. Members who wear uniform attire displaying approved patches, insignias, emblems and/or logos must do so in a responsible and professional manner.

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- C. The wearing or use of approved uniform attire by members in an "off-duty" capacity is permissible, provided such wearing and uses are in conformance with the guidelines established in this Operating Instruction.
- D. The use or display of District owned patches, emblems, insignias and logos may not occur to promote or oppose any political purpose, cause or candidate.
- E. The District shall determine specifications for all approved uniform attire. Approved uniform attire shall be purchased and issued at no cost to members as outlined in this operating instruction.
(see Appendix A)
- F. The District will provide one-half the purchase cost of a single Class-A uniform for its union members upon request. Class-A uniform coats co-purchased by the District in cooperation with Local 2175 Fire Fighters Bargaining Unit, must have a GF&R shoulder patch applied to the left shoulder. The District will continue to pay the complete costs for Class-A uniforms for members of the Chiefs Bargaining Unit.
- G. The Fire Fighters Bargaining Unit Members will wear the Pierce County Fire Fighters coat badge and the Chiefs Bargaining Unit Members will where the issued GF&R coat badge with Class-A uniform attire.
- H. Members will normally wear the Class-B uniform anytime they are actively and personally engaged with the general public.

V. Definitions

- A. Class-A uniform: The dress uniform attire *(see Appendix A for component detail)*
- B. Class-B uniform: The primary work uniform. *(see Appendix A for component detail)*
- C. Modified Class-B uniform: The secondary work uniform. *(see Appendix A for component detail)*
- D. Class-C uniform: the physical fitness uniform. *(see Appendix A for component detail)*

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- E. Special uniform attire: These are ancillary clothing items that may be electively worn in conjunction with approved uniform attire, and only for limited times and purposes. (*see Appendix A for component detail*)
- F. BC: The on-duty shift Battalion Chief or Acting Battalion Chief.
- G. LT: The on-duty shift Lieutenant or Acting Lieutenant at each station.

VI. Responsibilities

- A. It is the responsibility of all members to be familiar with and in compliance with this policy.
- B. It is the responsibility of the BC to direct uniform wear for members on shift in conformance with this policy.
- C. It is the responsibility of the LT to ensure uniform attire compliance of their assigned members.

VII. Procedure

- A. Members requiring replacement of uniform attire must bring the uniform item(s) to their immediate supervisor for replacement evaluation.
- B. All District supplied uniforms remain the property of the District. Members shall clean and return all supplied uniform attire, except fire resistive Nomex attire, upon replacement, separation or termination of employment or volunteer membership.
- C. The BC will determine and direct the appropriate class of uniform attire to be worn by on-duty members consistent with the below listed guidelines.
 - i. **Class-A uniform** is a high-dress attire and reserved for use at recognized District and professional functions, private union functions, and at special public functions as approval by the Fire Chief.

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- ii. **Class-B uniform** attire is the preferred uniform attire while on-duty.
 - d. The **Modified Class-B uniform** attire permits the wearing of an approved polo shirt or T-shirt in place of the preferred work shirt.
 - i. Modified Class-B attire may include the use of an approved sweatshirt, T-shirt and/or ball cap.
 - ii. The **Class-C uniform** attire is the physical fitness training uniform supplied by the District.
 - 1. Members are permitted to arrive in, and or report for duty dressed in a Class-C uniform.
 - e. **Special attire** includes athletic shoes, knit "skull-caps," gloves, socks, and other ancillary clothing items that may be worn for limited purposes in conjunction with approved uniform attire. Special attire will not be purchased or issued by the District. The BC must approve the wearing of special attire.
- D. Members who wear a T-shirt under their uniforms will wear corresponding colors.
- E. Members, who choose to wear uniform boots that are less than 8-inches high, must wear black or navy blue topped socks. Members wearing uniform boots that are 8-inches high or higher may wear white topped socks.
- F. Non-shift employees will wear appropriate attire as determined by their supervisor.
- G. Volunteer members routinely moving fire apparatus and/or responding to alarms that do not require donning of PPE, should make every effort to wear, at least, the modified Class-B polo shirt or T-shirt with sweatshirt attire.
- H. All uniform attire being worn should be clean, pressed, and/or polished as appropriate to the item. All uniform attire must be in good repair. Uniforms items that are worn out, discolored, and/or damaged must be replaced.

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- I. Members may wear uniform T-shirts and/or sweat shirts and sweat pants while off duty, provided that the member is not participating in any activity that would be inconsistent with maintaining the public trust or promoting a constructive fire service public image.
- J. Non bargaining unit Chief Officers and Fire Commissioners may be issued one (1) Class-A uniform upon request. Uniform attire items otherwise provided with the Class-B uniform will not be duplicated. Bargaining unit members may be issued one (1) Class-A uniform upon request. Uniform attire items otherwise provided with the Class-B uniform will not be duplicated.
- K. Volunteer, respond-from-home members may be issued one (1) Class-A uniform upon request, after three (3) full years of service. Uniform attire items otherwise provided with the Class-B uniform will not be duplicated.

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Appendix A:

- A. The Class-A uniform attire consists of:
- a. (1) Black coat, double button style. GF&R patches (black background) on both shoulders
 - b. (1 pr) Black pants, plain front, no cuff
 - c. (1) White Class-B shirt, long sleeve.
 - d. (1) Black tie.
 - e. (1) Black belt, ½ inch to 1-1/2 inch.
 - f. (1 pr) Black low-quarter, round-tip shoes. Patent leather preferred but high-polish leather is approved.
 - g. Black socks (not provided)
 - h. (1) Metal name tag ½-inch by 2-1/2-inch
 - i. (1) Coat badge
 - j. (1) Hat.
 - k. (1) Hat badge
 - l. (1 pr) White gloves, cotton.

Commissioners and Chief Officers:

- (6) Gold coat buttons
- (1 pr) Gold collar raised rank insignia on full-circle, gold background
- (1) Gold name tag (*1/2-inch by 2-1/2-inch*)
- (1) Gold coat-badge 3-inch
- Gold braid piping, outer ½ of both sleeves, appropriate to rank
 - i. Commissioners = 5 sm. Pipes sewn together
 - ii. Chaplain = 1 lg. pipe
 - iii. Fire Chief = 5 small pipes
 - iv. Deputy Chief = 4 small pipes
 - v. Assistant Chief = 3 small pipes
 - vi. Battalion Chief = 2 small pipes
- Gold Maltese Cross(es) - (1) per each full 5 years of fire service. Applied to outside left sleeve above piping.
- White hat body, black patent leather brim, gold braid chin strap and gold buttons
- Hat badge is 1-1/2-inch white circle background with gold braided trim, and gold raised rank insignia

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Line Officers:

- Same as for Chief Officers with the following exceptions:
 - Colors are all platinum
 - Captain = 2 small pipes
 - Lieutenant = 1 small pipes
- Navy blue hat body, black patent leather brim, platinum braid chin strap and buttons
- Hat badge is 1-1/2-inch platinum circle background with braided trim, and platinum raised rank insignia

Firefighters, Firefighter-Paramedics, and PPEO:

- Same as for line officers with the following exceptions:
 - Sleeve piping is a single embroidered blue design-line
- Navy blue hat body, black patent leather brim, black patent leather chin strap and platinum colored buttons
- Hat badge is 1-1/2-inch platinum circle background with braided trim, and imprinted navy blue firefighter scramble insignia

B. The Class-B uniform attire consists of:

- a. Nomex, Navy blue shirt, button down, Flying Cross style
 - i. (7) for line members on shift
 - ii. (2) for non-shift responders
 - iii. (2) support members
- b. Nomex, Navy blue pant, plain front, no cuff
 - i. (7) for line members on shift
 - ii. (2) for non-shift line responders
 - iii. (2) for support members.
- c. Cotton-blend, White shirt, flying cross style
 - i. (7) for chief officers on shift
 - ii. (5) for day chief officers and PPEO
 - iii. (2) for chaplain members
 - 1. Non EMT or non PM member shirts have two GF&R shoulder patches.
 - a. Black patch background for chief officers, chaplains and PPEO
 - b. Dark blue patch backgrounds for all others

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2. BC member shirts have one GF&R patch with black patch background and one EMS Medic One patch with dark blue patch background.
 3. EMT and PM member shirts have one GF&R patch on left shoulder and (1) EMT or PM Medic One patch as appropriate on the right shoulder.
 - a. All patches on a navy blue, line uniform have dark blue background color.
 - d. Nomex, Black pant, plain front, no cuff
 - i. (7) for chief officers on shift
 - ii. (6) optional for day chief officers
 - e. Cotton-blend, black pant
 - i. (6) day chief officers that do not opt for Nomex
 - ii. (6) PPEO
 - iii. (2) for chaplain members
- C. The Modified Class-B uniform attire consists of:
- a. Cotton-blend, White or black polo shirt w/embroidered emblem
 - i. (3) for all chief officer and PPEO members
 - ii. (2) for chaplain members
 - b. Cotton-blend, Navy blue T-shirt
 - i. (5) for all shift members
 - ii. (3) for day members
 - iii. (2) for non-shift responder, support and chaplain members
 - c. Field jacket, black with reflective tape
 - i. (1) Airtime or equivalent style for all line, support, chaplain, and PPEO members except as follows:
 1. Volunteer/Resident members may purchase a field jacket and be reimbursed after one full year of service, with proof of purchase receipt only.
 - ii. (1) State Patrol style for all chief officers
 - iii. Coats have an embroidered nametape over right pocket, both styles
 - iv. Fire Chief has discretion to alter jacket types of personnel
 - d. Ball Cap
 - i. (3) All line and support members, navy blue
 - ii. (3) All chief officer, chaplain and PPEO members, black
 - iii. The first name initial and full last name of the individual is to be centered on the lower portion of the rear hatband
 1. Gold lettering for black hats

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2. Platinum lettering for navy blue hats
- e. Sweatshirt, Navy blue
 - i. (3) for line members on shift
 - ii. (2) for non-shift responders, and support members
- f. Sweatpants, Navy blue
 - i. All line, day, chaplain, and support members
 - ii. (3) for all shift and day members that regularly exercise
 - iii. (1) for all shift and day members that do not regularly exercise
 - iv. (1) for non-shift responders, chaplain, and support members
- g. Sweatshirt, sweatpants; Black
 - i. All chief officer, chaplain and PPEO members
 - ii. (3) shift chief officers
 - iii. (4) day chief officers and PPEO members
 - iv. (2) chaplain members
- h. Boots
 - i. Black, leather boots not less than 6-inches high (*from bottom of sole to top of boot*)
 - ii. (1 pr) All line members, Battalion Chiefs, Assistant Chiefs except as follows:
 1. Resident members in their first year of service must purchase boots to fulfill duty assignment. The District will reimburse the purchase cost up to \$300 with receipted proof of purchase, after one full year of service.
 2. Volunteer members in their first year of service may purchase boots. The District will reimburse the purchase cost up to \$300 with receipted proof of purchase, after one full year of service.
 - iii. Training officers may choose boots or low-quarter shoes
 - iv. Lace-in zippers permissible
 - v. Elastic support strip at ankle permissible
 - vi. Slip-on style permissible
 - vii. Steel shank required
 - viii. Steel or composite toe recommended
 - ix. Max District contribution is \$300.00 per pair.
- i. Low-quarter shoes
 - i. Black, leather shoes
 - ii. (1 pr) Day chief officers, support, chaplain and PPEO members

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- iii. Slip-on style permissible
- iv. Steel shank and protective toe recommended
- j. Belt
 - i. (1) Black, may be plain or braided in design, ½-inch to 1-1/2-inch
 - 1. Gold buckle for Commissioners, chief officers and chaplain members
 - 2. Silver buckle for all line, support and PPEO members
- k. Collar Insignia, no backing
 - i. (1 pr) Gold
 - ii. Fire Commissioner= 5 bugles with state seal
 - 1. Fire Chief = 5 bugles
 - 2. Deputy Chief = 4 bugles
 - 3. Assistant Chief = 3 bugles
 - 4. Battalion Chief = 2 crossed bugles
 - iii. (1 pr) Platinum
 - 1. Captain = 2 parallel bars
 - 2. Lieutenant = 1 bar
 - iv. (1 pr) Gold
 - 1. Chaplain = Cross
- l. Metal name plate
 - i. (2) Gold
 - 1. Day chief officers and chaplain members
 - 2. ½-inch by 2-1/2-inch
 - 3. Black lettering, full name – top line, position title – second line
- m. Cloth nametapes
 - i. First name initial and full last name on top line, position title on second line.
 - 1. Line, support and PPEO member nametapes are dark blue background with platinum colored lettering and border
 - 2. Chief Officer and chaplain member nametapes are white background with black lettering and black border
- n. Badges
 - i. (2) Gold; 1-shirt badge and 1-coat badge
 - 1. For Chief officers and Commissioners (State seal)
 - 2. Shirt badge is 2-1/2-inch, coat badge is 3-inch, gold body with gold panels, navy blue lettering, raised platinum rank insignia on navy blue circular button

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with platinum colored braided trim, centered on badge

- ii. (2) Gold; 1-shirt badge and 1-coat badge
 - 1. For Chaplain members
 - 2. Shirt badge is 2-1/2-inch, coat badge is 3-inch, gold body with gold panels, navy blue lettering, raised white cross with gold trim insignia on navy blue circular button with plain gold trim, centered on badge
- iii. (2) Platinum; 1-shirt badge and 1-coat badge
 - 1. For line officer members
 - 2. Shirt badge is 2-1/2-inch, coat badge is 3-inch, platinum body with platinum panels, navy blue lettering, raised platinum rank insignia on platinum circular button with platinum colored braided trim, centered on badge
- iv. (2) Platinum; 1-shirt badge and 1-coat badge
 - 1. Firefighter, firefighter-paramedic, PPEO and support members
 - 2. Shirt badge is 2-1/2-inch, coat badge is 3-inch, platinum body with platinum panels, navy blue lettering, imprinted platinum colored firefighter scramble on navy blue circular button with platinum colored braided trim, centered on badge

D. The Class-C uniform attire consists of:

- a. Shorts, Navy blue (black for Chief Officers)
 - i. (3 pr) for all shift and day members that exercise regularly
 - ii. (1 pr) for all shift and day members that do not exercise regularly, and all other response members
- b. To be fully in Class-C uniform attire, the member will wear:
 - i. Issued shorts
 - ii. Issued or plain navy blue T-Shirt
 - iii. Athletic shoes (not provided)
 - iv. Socks, white (optional and not provided)
 - v. Optionally, members may also wear an issued sweatshirt, sweat pants and/or an issued ball cap

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- E. Special uniform attire consists of:
- a. Dark navy blue, plain knit beanie cap, not provided. Knit caps may be worn by members when working outside where temperatures are below 45 degrees.
 - i. Chief officers may wear the same dark navy blue knit beanie caps
 - b. Gloves, (not provided). Black or navy blue colored gloves may be used by members when working outside where temperatures are below 45 degrees.
 - c. Socks may be navy blue, black, or white, depending on the uniform boot or shoe worn. (not provided)
 - d. Other clothing items not specifically identified as special uniform attire may not be worn until an approval of the Fire Chief has been acquired.